

National Women's History Month: **Sustaining The American Spirit**

Women Sustaining the American Spirit is the new theme for National Women's History Month in March 2002. The goal is to showcase the diverse and interlocking stories of women who have created and affirmed the American spirit. The new 2002 theme will help deliver the message of who American women are and what they have accomplished.



National Women's History Project

The Beginning

As recently as the 1970s, women's history was virtually an unknown topic in the K-12 curriculum or in general public consciousness. To address this situation, the Education



Local Celebrations

In 1979, a member of a National Women's History group was invited to participate in Women's History Institutes at Sarah Lawrence College, attended by the national leaders of organizations for women and girls. When they learned about the county-wide Women's History Week celebration, they decided to initiate similar celebrations within their own organizations and school districts. They also agreed to support efforts to secure a Congressional Resolution declaring a "National Women's History Week." In 1981, Sen. Orrin Hatch (R-UT) and Rep. Barbara Mikulski (D-MD) co-sponsored the first Joint Congressional Resolution.

Overwhelming Response

As word spread rapidly across the nation, state departments of education encouraged celebrations of National

distributed curriculum materials in all of their public schools. Organizations sponsored essay contests and other special programs in their local areas. Within a few years, thousands of schools and communities were celebrating National Women's History Week, supported and encouraged by resolutions from governors, city councils, school boards and the U.S. Congress.

The Entire Month of March

In 1987, the National Women's History Project petitioned Congress to expand the national celebration to



the entire month of March. Since then, the National Women's History Month Resolution has been approved with bipartisan support in both the House and Senate. Each year, programs and activities in schools, workplaces, and communities have become more extensive as information and program ideas have been developed and shared.

Growing Interest in Women's History

The popularity of women's history celebrations has sparked a new interest in uncovering women's forgotten heritage. A President's Commission on the Celebration of Women in History in America recently sponsored hearings in many sections of the country. It took reports about effective activities and institutions that are promoting women's history awareness and heard recommendations for programs still needed. The Women's Progress

Commission will soon begin hearings to ascertain appropriate methods for identifying and then preserving sites of importance for American women's history. Many areas, state historical societies, women's organizations, and groups such as the Girl Scouts of the USA, have worked together to develop joint programs. Under the guidance of the National Women's History Project, educators, workplace program planners, parents and community organizations in thousands of American communities have turned National Women's History Month into a major focal celebration, and a springboard for celebrating women's history all year 'round.

The National Women's History Project is involved in many efforts to promote multicultural women's history. They produce organizing guides, curriculum units, posters and display sets, videos, and a wide range of celebration supplies. They also coordinate the Women's History Network, conduct teacher training conferences, and supply materials to people wherever they live through a Women's History Catalog.



For more information about Women's History Month and the National Women's History Project, visit the Web site (www.nwhp.org/whm/themes/themes.html).

Reprinted with permission: National Women's History Project 2001



Task Force of the Sonoma County (California) Commission on the Status of Women initiated a "Women's History Week" celebration for 1978. The week of March 8 was chosen to make International Women's Day the focal point of the observance. Within a few years dozens of schools planned special programs for Women's History Week, over one-hundred community women participated in the Community Resource Women Project, an annual "Real Woman" Essay Contest drew hundreds of entries, and they were staging an annual parade and program in downtown Santa Rosa, California.



Women's History Week as an effective means to achieving equity goals within classrooms. Maryland, Pennsylvania, New York, Oregon, Alaska, and other states developed and

2001-2002

Executive Board

Chair

Annykay Melendez
State Auditor's Office
Mailstop: 40031
(360) 586-2273
melendea@sao.wa.gov

Vice Chair

Rose Pelegrin

Department of Labor and Industries
pelr235@lni.wa.gov

Executive Secretary

Rhonda Scarborough

Department of Transportation
scarbor@wsdot.wa.gov

Budget

Jerri Bennett

State Library
jbennett@statelib.wa.gov

Communications

Laura Leland

Department of Retirement Systems
Mailstop: 48380
laural@drs.wa.gov

Conference

Pat Delaney

Department of Labor and Industries
deln235@lni.wa.gov

Education

Connie Clark

Health Care Authority
ccla107@hca.wa.gov

Health and Wellness

Vicki Rummig

Office of Financial Management
vicki.rummig@ofm.wa.gov

Membership

Mary Aulds (co-chair)

Employment Security
maulds@esd.wa.gov

Geri Nelson (co-chair)

Attorney General's Office
gerin@atg.wa.gov

Promotional and Career Opportunities

Debbie Robinson

Washington State Lottery
robinstd@lottery.wa.gov

Historian

Carol Maher

General Administration
cmaher@ga.wa.gov

Child Care Task Force

Chrystal Andoh

Department of Revenue
chrystala@dor.wa.gov

You Have The Power of Prevention

March 2002 is National Child Abuse Prevention Month. The observance aims to educate individuals and communities about how they can help prevent the abuse and neglect of children.

Child abuse and neglect are defined in both Federal and State legislation. The Federal legislation provides a foundation for States by identifying a minimum set of acts or behaviors that characterize maltreatment. This legislation also defines what acts are considered physical abuse, neglect, and sexual abuse.

How Do We Define Child Abuse And Neglect?

The Child Abuse Prevention and Treatment Act (CAPTA), (42 U.S.C. 5106g) provides the following definitions.

A child is a person who has not attained the lesser of:

- The age of 18
- Except in cases of sexual abuse, the age specified by the child protection law of the State in which the child resides.

Child abuse and neglect is, at a minimum:

- Any recent act or failure to act on the part of a parent or caretaker which results in death, serious physical or emotional harm, sexual abuse or exploitation
- An act or failure to act which presents an imminent risk of serious harm.



Sexual abuse is:

- The employment, use, persuasion, inducement, enticement, or coercion of any child to engage in, or assist any other person to engage in, any sexually explicit conduct or simulation of such conduct for the purpose

of producing a visual depiction of such conduct

- The rape, and in cases of caretaker or inter-familial relationships, statutory rape, molestation, prostitution, or other form of sexual exploitation of children, or incest with children.

How to report suspected child abuse and neglect

If you suspect that a child is being abused or neglected, you should call your local Child Protective Services (CPS) agency or the CPS agency in the State in which the abuse occurred.

**In Washington, Call
(800) 562-5624**

**To Report Abuse Outside Washington, Call The
Childhelp's
National Child Abuse
Hotline
800-4-A-CHILD
(800-422-4453)
TDD: 1-800-2 A CHILD**

It's A Fact:

Family and Medical Leave Act:

FMLA, enacted in 1993, provides up to 12 weeks of unpaid leave to employees who need leave for their own serious health conditions, to care for children, spouses, or parents with serious health conditions, or to care for newborns, newly adopted or foster children.

FMLA applies to public and private employers who employ 50 people over more.

FMLA applies to employees who have have worked for their employer for one year and at least 1,250 hours during the previous year.

The majority of leave-takers report that taking leave had positive effects on their ability to care for family members (78.7%), their own or family members' emotional well-being (70%), and their own or family members' physical health (63%).

Take Our Daughters to Work April 25, 2002

9 a.m. to 12:00 p.m. Capitol Rotunda

Save The Date — More Information to Follow

Nontraditional and traditional careers in public service and the private sector will be presented in a "Career Fair." Women currently employed in nontraditional occupations will use hands-on activities to connect with participants.

Participate in hands-on activities to find that special career that's just for you...



**Artist
Audiologist
Body Builder/Fitness Trainer
Carpenter
Dental Hygienist
Dog Trainer
Ignite
Judge
Nutritionist
State Trooper
Teacher
WA State National Guard**



Ages 9-18

Health & Wellness Corner

Dieting Myths Dispelled For Ideal Weight Loss

By Michelle Meyer

Achieving and maintaining a healthy weight may seem like a losing battle to the one in three American adults who diet and spend more than \$30 billion a year on diet programs, products, potions, and pills. Knowing the facts dispels the myths behind unhealthy and risky weight-loss schemes.

Myth: Feast on steak; cut the carbs

Eating lots of high-fat foods—such as steaks, burgers, cheeses, and eggs—and eliminating or severely restricting carbohydrate-containing foods is too good to be true.

“You don’t lose weight because you give up carbs,” says Kenneth H. Cooper, M.D., founder and president of Cooper Clinic and Cooper Aerobics Center in Dallas. “The real reason you lose weight is because you cut calories, generally to 1,200 from the average American consumption of 2,000.”

A high-protein diet, such as Atkins, promotes water loss more than fat loss, says Cooper. Water loss is temporary and these diets are dangerous. Your body doesn’t function normally. You may develop ketosis, an unhealthy state in which your body burns off muscle mass because you run out of starches in your energy stores. Your body’s uric acid levels rise, which may lead to headaches, light-headedness, irritability, and potentially serious kidney problems as well as gout. Your body also leaches calcium from the bones, which can induce osteoporosis.

Lawrence Cheskin, M.D., director of the Johns Hopkins Weight Management Center in Baltimore, notes other health risks. “You won’t get long-lasting results with an off balance diet, and you shortchange yourself in the long run. Meat diets, for instance, are high in saturated fat, a risk factor for heart disease and other medical problems.”

“A diet rich in fruits and vegetables has been shown to not only make dieting easier but to lower cancer risks,” says Cooper. “I’d recommend five to nine servings a day.”

Myth: Fat-burning foods work really fast

“No food stimulates your body to burn fat,” says Kristi Fuller, registered dietitian and editor of Better Homes and Gardens® The Smart Diet “At first these diets seem to work as you eat unlimited quantities and lose weight.” You lose weight because you eat fewer total calories, not because the food is



magically burning body fat, she says. These diets are nutritionally unbalanced and risky for your health.

To keep weight off, “take it off slowly—at most two pounds a week,” says Cooper. More rapid weight loss usually results in equal weight regained. Use the weight-loss formula: Burn more calories than you consume. A pound equals 3,500 calories. If you cut caloric intake by 250 calories a day, you’ll lose half a pound a week; if you reduce by 500 calories a day, expect to lose one pound a week.

Cooper says that eating during the day—when you most need it—produces even better results. He recommends 25 percent of calories for breakfast, 50 percent for lunch, and 25 percent for the

evening meal. “Eat before 7 p.m. when possible and eliminate high-calorie snacks,” he says.

“To lose weight and keep it off, stay on a nutritional plan for the rest of your life,” says Xavier Pi-Sunyer, M.D., director of the Obesity Research Center at New York’s St. Luke’s Roosevelt Hospital Center. He suggests 25 to 30 percent fat, 15 to 20 percent protein, and the rest carbohydrates.

Why diets fail

1. People often view diets as temporary situations to endure while they lose weight. Then they go off the diet and back to the eating patterns that caused them to gain weight.

2. Diets can override inborn hunger and fullness signals. “Chronic dieters are used to eating when, what, and how much their current diet dictates, not because they’re hungry or full,” says registered

dietitian Evelyn Tribole, a California based weight management and eating disorders specialist.

3. Eventually dieters break the rigid food rules, which often results in rebound overeating.

4. Many diets, especially those that produce fast weight loss, cause the loss of muscle mass along with fat stores. When those pounds are regained, they come back mostly as fat.

“If your current weight is more than your body naturally is programmed to be, you will probably lose weight until you settle at your natural weight,” says registered dietitian Monika Woolsey, president of A Better Way Health

Consulting, Inc., in Glendale, Arizona, and publisher of After the Diet, a newsletter for health professionals who specialize in weight and eating issues.

“If you think you’re overweight when you’re not, your weight will either stay the same, or you might even gain until you reach your natural weight,” says Woolsey. If you lose weight, odds are you’ll shed it slowly, which means you’re apt to keep it off.

Remember a positive body image

“A person does not live life on diet alone,” Fuller says. “Having a positive body image is so important. If you realize that your body image was shaped by people and outside influences, as an adult you can refute those messages and use positive thoughts to shape your body image.” Respecting your body enough to let it take its genetic shape is a critical step toward developing a relaxed and enjoyable relationship with food and with yourself.

Reprinted with permission: Better Homes and Gardens Annual Recipes 2001

Why Women Still Need Affirmative Action

- Only 3-5% of senior management positions are held by women.
- Almost 93 % of the 439 senior women executives surveyed by Korn/Ferry International in 1992 felt that a glass ceiling for women still existed.
- Only 6.9 % of the seats on corporate boards of directors were held by women in 1994.
- Of the female senior managers in Fortune 1000 industrial and Fortune 500 service industries in 1992, 95% were white women, 2.3% were African American women, 1.8% were Asian American women and only .2 % were Latinas.

What Is Pay Equity And How Does It Help Me?

The Equal Pay Act, signed by John F. Kennedy in 1963, outlawed wage discrimination based on sex. In spite of this Act and subsequent calls for equal pay at both the state and federal level, studies continue to show that women earn significantly less than men for the same work in almost every position of every industry, even those areas dominated by women (such as nursing and secretarial work). Even women who have made it to the highest levels in corporate America take home less than their male counterparts.

Pay equity is a tool for enhancing women's economic equality.

The term "pay equity" includes a number of issues. It is not only about equal pay for equal work, it is about equal pay for work that requires or imposes similar responsibilities,

judgements, knowledge, skills and work conditions. It addresses the undervaluing and underpaying of traditional women's work. The pay equity process requires gender-neutral job evaluations to ensure that women's jobs are paid according to what they are worth.

Experts say that rules and regulations can only go so far, and that women must be aware of and fight for their own pay equity. One obstacle in this regard is that women frequently sell themselves short—and companies know it. Most women do not price their skills at market value, nor do they steel themselves for negotiating their compensation. They mostly accept the offer on the table.

Pay rates in state government are in accordance with the Salary Schedule

published by Department of Personnel; however, salaries may be negotiable. When preparing for a new job or a promotion, check salary information and network with peers (men and women) to find out what your skills are worth. Women are frequently hampered in their climb up the ladder by the misconception that a woman *chooses* to work while a man *must* work. There's a perception that men are the breadwinners, and women won't devote themselves single-mindedly to their career.

The National Committee on Pay Equity (NCPE) was founded in 1979. It is a national membership coalition of more than 80 organizations, including labor unions, women's and civil rights organizations, religious, professional, education and legal associations, commissions on women, state and local pay equity coalitions and individual women and men working to eliminate sex- and race-based wage discrimination and to achieve pay equity.

The NCPE organizes the national observance of Equal Pay Day each year to raise awareness about equal pay in America. In 2002, Equal Pay Day will be observed on Tuesday, April 16. Tuesday is symbolic, representing the length of time into the new week it takes a woman to earn as much as a man earned in the previous week.

You can find several helpful links on the ICSEW's Web site (<http://www.wa.gov/icsew/>).

Here are several other informational Web sites.

<http://www.feminist.com/fairpay.htm>

<http://www.epf.org/ff/ff990315.htm>

<http://www.feminist.com/fairpay/polls.htm>

http://personal.nbnet.nb.ca/rosellam/pay_equity_2.html

This article was written by Promotional and Career Opportunities Committee Chair, Debbie Robinson and committee members, Jeannette Terry and Diane Moyer.

Lifting Mind, Body, And Spirit Celebration Soothes and Informs

Thursday, Feb. 14, was more than just another Valentine's Day filled with candy hearts and flowers—it was also a day to celebrate the self.

The Department of Labor and Industries' local ICSEW's Annual Lifting Mind, Body, And Spirit Celebration, was packed with activities, demonstrations, art shows and many ways to pamper oneself.

Exhibitors and artists (more than 40) were on hand at the Labor and Industries building in Tumwater to massage, educate, offer tempting treats and otherwise indulge the senses of the many men and women who attended the celebration.

Acupuncture, cubicle yoga and naturopath lectures were presented throughout the afternoon while participants strolled the rows looking for the perfect gift and/or service for themselves or others on their shopping lists.

There are more exhibitors and many more fun things to do with each passing year, so stay tuned for next year's Lifting Mind, Body, and Spirit Celebration.



Photo by Laura Leland

Self-defense demonstrations offered celebration-goers some useful tips.

For more information about either attending or becoming an exhibitor of the 2003 celebration, contact Rose Pelegrin, ICSEW Vice Chair, at the Department of Labor and Industries, Mailstop 44400, or email her (pele235@lni.wa.gov).

Educational Events Calendar

The ICSEW Education Committee is sponsoring a training in March and in April.

•3 hours of Self Defense Training on March 5th in Lacey with Master Instructor Clan Jacobs. Fee: \$25. Register On-line ccla107@hca.wa.gov

•A Domestic Violence Workshop with Norm Nickle will be held at OB 2 in downtown Olympia on April 18th. Fee: \$50 Registration will be handled through DOP.

•April is also Public Health Month and ICSEW encourages you to focus on and participate in healthy behaviors, especially during the month of April. You can access more information at www.wspha.org or www.apha.org

MARCH & APRIL

InterACT is published by the Communications Committee of the Interagency Committee of State Employed Women (ICSEW).

Photocopying, distributing and posting of this publication is strongly encouraged. This publication is available in alternate formats. All persons interested in submitting articles or ideas for this publication should contact their agency's ICSEW representative or:

Laura Leland, InterAct Editor
Department of Retirement Systems
P.O. Box 48380
Olympia WA 98504-8380
Phone: (360) 664-7160
E-mail: laural@drs.wa.gov

Printed on Recycled Paper